

EQUAL OPPORTUNITY/DIVERSITY



EO/DIVERSITY

Imagine how life would be if we were all the same, e.g., same feelings, looks, emotions, and thoughts.

Imagine how boring the world would be.

EO/DIVERSITY

Each of us has different views, perceptions, and beliefs. That is what makes us unique individually and unique as a nation.

Our ability to work with each other has a major impact on the mission and the effectiveness of the Air National Guard.

EO/DIVERSITY

Your future as a member of the most powerful Air Force on the planet can be cut short if you fail to abide by the information you are about to receive.

As professionals we are held to a higher standard than everyone else. You must be able to look past your own shortcomings for the effectiveness of the mission

Equal Opportunity

Overview

- ◆ Multicultural Awareness Quiz
- ◆ Stereotyping, Prejudice and Discrimination
- ◆ Video – “A Shadow of Hate”
- ◆ Sexual Harassment
- ◆ Complaint Process
- ◆ Scenarios
- ◆ Video – “Getting Along”

Equal Opportunity

- ◆ Difference between AA, EO, and Diversity
- ◆ Changing Face of America and 167 Demographics
- ◆ Walking in Shoes Exercise
- ◆ Barriers and Strengths
- ◆ Drug & Alcoholism
- ◆ **Video - “Country Roads”**

Stereotyping

- ◆ **Applying a standardized mental picture to a person or group of people**
- ◆ **Stereotypes do not allow people to be viewed as individuals with unique skills and strengths.**

Prejudice

- ◆ **Prejudgment without sufficient knowledge**
- ◆ **Assumptions about another person may falsely lead some people to believe that threats, mistreatment, or even violence towards that person is justified.**

Discrimination

- ◆ **The difference in treatment among persons on a basis other than individual merit**
- ◆ **Acting on the basis of prejudice**

“Shadow of Hate”

Sexual Harassment

Sexual Harassment

- ◆ **Unwelcome sexual advances**
- ◆ **Requests for sexual favors**
- ◆ **Other verbal or physical conduct of a sexual nature**

Sexual Harassment

**...Submission is a
condition of a
person's job,
pay, or career.**



Sexual Harassment

...Any supervisor or commander who uses or allows sexual behavior to control or influence a military or civilian employee

Sexual Harassment

**...Any military member
or civilian employee
makes planned or
repeated contact of a
sexual nature**



Sexual Harassment

- ◆ **Physical contact**
- ◆ **Gestures**
- ◆ **Jokes**
- ◆ **Pictures**

Harassment/Discrimination Difference

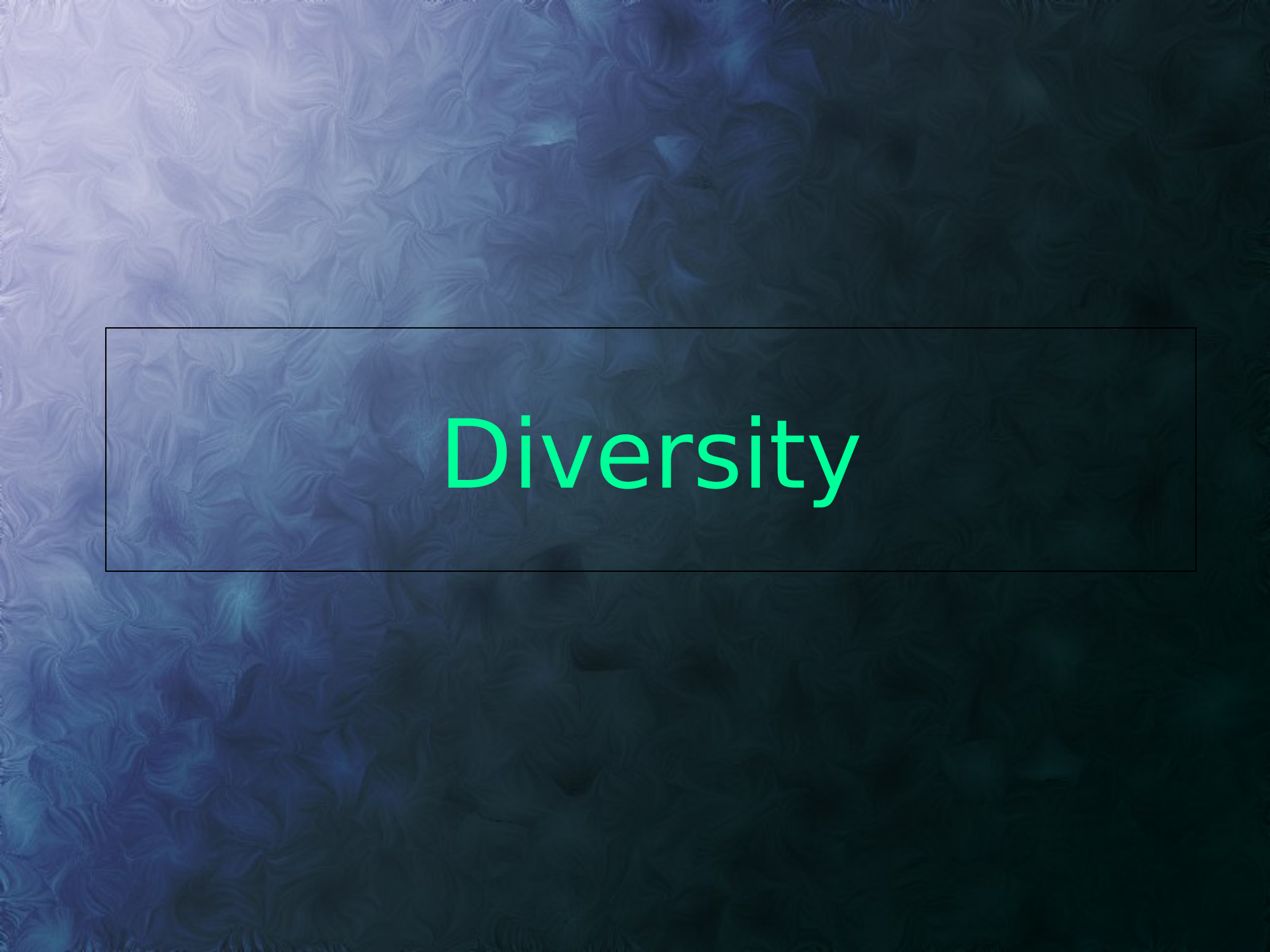
- ◆ **Harassment & Discrimination often used interchangeably**
 - ◆ **Harassment: to torment on a persistent basis. Usually a one time offense is not considered harassment**
 - ◆ **Discrimination: when someone is treated differently**

Harassment/Discrimination Difference

- ◆ **Discriminatory harassment is harassing and/or discriminatory behavior that is pervasive enough to create a hostile work environment**
- ◆ **Bottom line: Harassment is making someone's life miserable at work. Discrimination is treating someone differently based on who they are.**

Complaint Process

Scenarios



Diversity

“Getting Along”

EO, AA, and Diversity

Diversity

Defined as: The process of creating and maintaining a positive environment in an organization where differences are recognized, understood, and valued so that all can achieve their full potential

Diversity is Not...

- ◆ **Equal Employment Opportunity**

- ◆ **Laws**

- ◆ **Guarantees the right to apply and be evaluated**

- ◆ **Affirmative Action**

- ◆ **Workforce improvement**

- ◆ **A fix for past discrimination**

Diversity Is...

**A focus on the
uniqueness of an
individual**

It includes everyone

Changing Face of America and the 167th

Changing Face of America

◆ More Women

- ◆ Participation of women in the workforce will continue to rise to record levels
- ◆ By year 2005, an almost even split between men and women in the workforce is predicted

Changing Face of America

◆ More Ethnic Diversity

- ◆ Minorities are rapidly becoming numerical majorities, now representing over 30% of the total U.S. population
- ◆ African-Americans, Hispanic-Americans and Asian-Americans represented a majority in 51 of the top 200 cities in America

Changing Face of America

◆ More Ethnic Diversity

- ◆ The participation of minorities in the labor force will accelerate, fueled primarily by immigration and higher births than the general population
- ◆ Together women and minorities will represent 68% of the new workforce entrants by year 2005 and 63% of the total workforce

Changing Face of America

- ◆ **More Foreign Born Workers**
 - ◆ Foreign-born persons represent nearly 10% of the U.S. population at 23 million
 - ◆ This is the highest percentage level of foreign-born persons since before World War II
 - ◆ Nearly half of all immigrants are Hispanic

“Walking in Shoes”

Barriers and Strengths

Drug and Alcohol Awareness

“Country Roads” and Feedback

Equal Opportunity/Diversity

